

Army Acquisition Career Management Workshop 2000

New Initiatives For The New Millennium was the theme for the fourth annual Army Acquisition Career Management Workshop held January 18–21, 2000, in New Orleans, Louisiana.

More than 140 members of the Army Acquisition Workforce

(AAW) and acquisition leadership participated in the event, which was designed to gather feedback on Army initiatives. The workshop was formally opened by Keith Charles, then Deputy Assistant Secretary of the Army for Plans, Programs and Policy and Deputy Director, Acquisition Career Management (DDACM), Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology, with presentations of

Workshop, continued on page 10



THE ARMY ACQUISITION WORKFORCE

We're With You in the Northeast Region

In this issue of the AAW Newsletter, we are pleased to feature the ACMAs and Acquisition Career Managers (previously known as Acquisition Workforce Support Specialists [AWSSs]) of the Northeast Region. This region includes Natick, Massachusetts, and Picatinny Arsenal and Fort Monmouth in New Jersey, and has an acquisition population of more than 6,000. Recently, I had the opportunity to visit Fort Monmouth and meet with ACMA Edward Elgart and Acquisition Career Managers Kelly Irvin and Matt Savare. I was impressed with their program, particularly the new Acquisition Career Experience (ACE) cooperative initiative with James Madison University in Virginia. This program is designed to interest college sophomores and juniors in an acquisition career with the intent of hiring them upon graduation. You can learn more about this innovative new initiative and other people in the Northeast Region beginning on page 2.

There are many exciting things going on in the acquisition community. In this issue you can read about the ACMA and Acquisition Career Manager of the Year, Picatinny Arsenal's new ACMA, Kevin Fahey, the latest on the Southern Region Rotational/ Developmental Assignment Program, and discover who has achieved significant accomplishments (see the "Kudos to" sec-

tion on page 6). As most of you know, Keith Charles has moved to the Office of the Secretary of Defense (OSD) as Director, Acquisition Technology and Logistics Workforce. COL Roger Carter now serves as the Acting Deputy Director, Acquisition Career Management. We are grateful to Mr. Charles for his leadership and wish him the best in his new position.

We're looking forward to what the future holds for the Army Acquisition Corps (AAC) and the AAW, both collectively and individually. That includes you. Don't forget this is your newsletter—for you and by you. Our objectives are to provide



Mary Thomas, Deputy Director, Acquisition Career Management Office

timely career development information and to highlight field and individual successes. Keep your input coming!

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THE ARMY ACQUISITION WORKFORCE NEWSLETTER

We're With You

Meet Philip "Phil" Brandler...

ACMA for the Soldier Systems Center (SSC) at the U.S. Army Soldier and Biological Chemical Command (SBCCOM) located in Natick, Massachusetts, and Director of the Natick Soldier Center (NSC). Phil supports more than 600 AAW personnel at Natick (which includes the NSC, the Integrated Materiel Management Center, and Program Managers for Soldier, Soldier Support, and Force Provider). One of Phil's first actions as ACMA was the establishment of the SSC ACMA board, which he chairs, to help carry out the SSC acquisition mission. The board is comprised of senior leaders (GS-15) representing each acquisition career field at SSC and a member of the Civilian Personnel Advisory Center. It meets on an as-needed basis to discuss acquisition initiatives and implementation processes. "I have always been a strong advocate for employee training and career development, which I truly believe to be a major responsibility of SSC management."



Philip Brandler,
Natick
ACMA

Under Phil's leadership, a number of local programs have been established to further AAW career development and training. He brought academia (e.g., the University of Massachusetts at Lowell) onsite to offer graduate courses in technical fields (e.g., graduate certificate programs in Engineering, Systems Management, and Program Management) and developed a partnership with Boston University that allows Natick to use their Program Management course tailored to train employees from across the Command. "We are located in the center of high tech industry and internationally known academic institutions," explains Phil. "Although we have a challenge competing as far as recruiting technical employees, we have used our location to benefit the SSC. We take advantage of partnering opportunities with industry and academia. These partnerships allow us to create exchange agreements, share resources, and obtain access to developmental opportunities. We have created partnerships that allow employees opportunities to increase functional expertise, acquire

Northeast Region Acquisition Career Management Advocates

broadening experience, and develop effective leadership capabilities."

"In addition to sponsoring the many development efforts, I have continually encouraged members of the workforce to participate in these programs by providing funding and flexibility with assignments," says Phil. "We have sponsored many individuals in long-term training, developmental assignments, and 'greening programs' that provide scientists and engineers with an opportunity to experience life in the field with a military unit." Phil has also established a series of e-mail updates entitled "I Thought You Might Like to Know About" which are sent to all AAW members at SSC to address a variety of acquisition career issues.

Phil cites Acquisition Career Record Briefs (ACRBs) and Individual Development Plans (IDPs) as key to acquisition career planning. "Without an IDP, training opportunities and career development cannot be guaranteed. Planning, goal-setting, and commitment are key to career success. The IDP affords us the opportunity to do this and the ACRB serves as a tool to show where you've been, what you've done, and how well you have done it." He advises AAW members to take personal responsibility for career development, be flexible and adaptable to change, and consider cross-functional opportunities.

Phil has been an ACMA since February 1998 and has been with the Army for more than 25 years. Prior to joining SBCCOM, he held positions in the National Aeronautics and Space Administration Electronics Research Center, the Air Force Cambridge Research Labs, Massachusetts Institute of Technology (MIT), and in industry. He received his Bachelor's degree in Physics at Columbia University in New York, and holds advanced degrees in Physics, Industrial Engineering/Operations Research, and

Business Administration from Brown University in Providence, Rhode Island and Northeastern University in Boston, Massachusetts. Phil holds a commercial pilot's license and has authored more than forty publications on military food service, rations, individual protection equipment, and organizational equipment. He chairs the Warrior System Technology Base Executive Steering Committee and is a member of the Operations Research Society of America, the Military Operations Research Society, and the Institute of Food Technologists, as well as three academic honor societies. He has made more than five hundred presentations at professional and military forums and is listed in American Men and Women of Science, Who's Who in Science and Engineering, and Who's Who in the World. Phil can be reached at (508) 233-4700, DSN 256-4700, <pbrandle@natick-emh2.army.mil>.

Meet Edward "Ed" Elgart... ACMA for Fort Monmouth, New Jersey, and

Director of the U.S. Army Communication-Electronics Command (CECOM) Acquisition Center at Fort Monmouth, New Jersey, Fort Huachuca, Arizona, and Alexandria, Virginia. He also serves as the Principal Assistant Responsible for Contract-

ing for that activity, for the Tobyhanna Army Depot, Army Signal Command, 5th Signal Command and TAO. In this capacity, he is responsible for acquisition support of Army and joint command, control, communications, computers, intelligence, electronic warfare, sensors and information management systems, estimated at \$4 billion annually.

Ed has held the title of ACMA since June 1997, but he has been helping acquisition workforce members with their training and career development for much longer—more than five years. Ed is credited with developing the ACMA/Acquisition Career Manager program. According to Ed, before the program started there was a great deal of career development information coming out through a variety of channels, but it wasn't necessarily getting to all of the acquisition workers who needed it. Ed created an Executive Council in 1994 to examine the issue.

Edward Elgart,
ACMA for
Fort Monmouth, New
Jersey



in the Northeast Region

Council members pooled all related information and disseminated it to the appropriate workers. He also started a regular column in the local base newspaper entitled "Acquisition Corps Update." Keith Charles, then Deputy Director, Acquisition Career Management, liked Fort Monmouth's program so much that it became the basis for the ACMA/Acquisition Career Manager program in 1997.

Ed is also responsible for bringing two Naval Postgraduate School (NPS) graduate programs (Contract Management and Program Management) to Fort Monmouth. He is currently working on a new cooperative pilot program with James Madison University (JMU) in Harrisonburg, Virginia, that will allow college sophomores and juniors to work with various acquisition organizations with the hope that they will successfully transition to full-time employees upon graduation. JMU was chosen because its interdisciplinary program offers the right mix of business and technology courses to prepare students for service in the AAW. "We've been working on this program for the past 12 months. The first group of students begins work this summer. We're very excited about the possibilities this program has to offer," says Ed.

Ed has been with the Army for 20 of his 24 years of government service. Prior to his current assignment, Ed served as the Acting Deputy Assistant Secretary of the Army for Procurement. He has also served in a variety of management positions with the Defense Logistics Agency.

His awards and decorations include the Meritorious Executive in the Senior Executive Service, signed by William J. Clinton, 1996, the Meritorious Civilian Service Medal, the Honorable Order of Saint Barbara, and the Army Staff Identification Badge. He was the first recipient of the ACMA of the Year Award in 1997. Ed graduated from the Federal Executive Institute, the Command and General Staff Officer Course, the Brookings Institution-University of North Carolina Leadership 2000 program, and the Center for Creative

Leadership. He has a Bachelor's degree in Biology from Kean College in Union, New Jersey, and a Master's degree in Business Administration from Fairleigh Dickinson University in Rutherford, New Jersey. Ed coaches soccer in the fall and little league baseball in the spring. "You can have a successful career in acquisition and still make time for your family. I'm always involved in something that my kids are doing." Ed can be reached at (732) 532-5601, DSN 992-5601, <elgart@mail1.monmouth.army.mil>.

Meet Kevin Fahey... who was recently appointed as the new ACMA for Picatinny Arsenal, New Jersey. Kevin is the Senior Technical Executive for the Close Combat Armaments Center (CCAC), Tank-automotive and Armaments Command (TACOM), Armament Research, Development and Engineering Center (ARDEC) at Picatinny Arsenal. "I'm glad management asked me if I was interested in being an ACMA," says Kevin. "For years I've enjoyed mentoring

people one-on-one. Now I'll be able to mentor everyone!" Kevin admits this may be a little ambitious, especially considering he supports 1,800 members of the acquisition workforce. But he's going to try. "There are a lot of good people here to help me and the existing program has been very successful." According to Kevin, there are more training opportunities now than ever before. And he's not just

talking about formal in-the-classroom training. "You can get everything on the web now, including Defense Acquisition University (DAU) courses. Getting information is much easier and more understandable," Kevin comments. In addition, strong alliances have been forged with the Stevens and New Jersey Institutes of Technology so they now offer onsite courses at the Picatinny Arsenal during duty hours. Kevin is also working on several new initiatives. "Templates" are being developed at TACOM ARDEC that match core com-

petencies (e.g., fundamental, cross-functional, and career-broadening skills) with available training. "As the Defense Department shrinks, we need to make sure core competencies are maintained. The templates will help people understand what they need and how to obtain it," Kevin said. TACOM ARDEC is also implementing a rotational program where a small percentage of the workforce will be reassigned annually in key Critical Acquisition Positions (CAPs). The intent is to develop well-rounded employees ready for leadership. Kevin is excited about the challenge ahead of him.

"Work with me!" he implores. "I need people to let me know how I can help them. I'm going to be here for a while. How well we develop the workforce will determine how good TACOM ARDEC will be and how

well we will serve the American soldier. That will be the measure of my success."

Kevin has been a civilian employee for almost 20 years. He started out at Watervliet Arsenal, New York, providing program management support for medium to large caliber cannon systems. During his career, he was the Development Project Officer for the M119 Howitzer Project, as well as the Development Project Officer and Chief of Systems Engineering and International Division for the Future Armored Resupply Vehicle and Advanced Field Artillery System programs (which later became the Crusader program). Prior to moving to his current position this past February, Kevin served as the Deputy Project Manager for Crusader. He graduated from the University of Massachusetts in 1981 with a degree in Engineering/Operations Research. He attended the Quality and Reliability Intern Program at the Department of Army Materiel Development and Readiness Command (DARCOM) Intern Training Center in Texarkana, Texas, and is a recipient of the Superior Civilian Service Award. In addition, Kevin has been inducted into the Honorable Order of Saint Barbara and has completed the Advanced Program Management Course at the Defense Systems Management College. Kevin enjoys camping, hiking, and spending time with his two sons. Kevin can be reached at (973) 724-7905, DSN 880-7905, <kfahey@pica.army.mil>.



Kevin Fahey,
Picatinny
Arsenal
ACMA

"Continue training and career development because the business procurement process will continue to evolve rapidly. We need to make sure we have the skills and intelligence to keep up with our industry partners and the Army as they evolve so we can continue to support the Army and keep pace with what is needed. Always look for new and challenging opportunities to expand your capabilities."—Ed Elgart

We're With You

Meet Kelly Irvin... Kelly was one of the very first Acquisition Career Managers selected in February 1997. "We (the first group of Acquisition Career Managers) pretty much established the position as we went along, feeding off each other's success stories and growing pains," she says.

Along with fellow Acquisition Career Manager Matt Savare, Kelly serves more than 4,000 AAW

members in the Northeast Region in New Jersey, Pennsylvania, Vermont, Maine, Massachusetts, New Hampshire, and Connecticut (excluding New Jersey-Picatinny and Pennsylvania-Picatinny).

Kelly says that the Acquisition Tuition Assistance Program (ATAP) is especially popular with the workforce she supports. "I find our population sees the advantage of ATAP and continuously seeks out formal education. ATAP affords employees the opportunity to pursue an education that might otherwise have been out of reach. Many of our local colleges have entered into partnerships with our command and offer courses during lunch hours and immediately following the normal duty day onsite." Another program she highly recommends is the Operational Experience Program. "The lasting impression that one interface can make while 'out in the field' is immeasurable. For example, the Acquisition Career Managers all went out for a mini-Operational Experience at the National Training Center (NTC). One Acquisition Career Manager had been responsible for the procurement of plastic goggles. Having worn them there for an entire day, she went back to her old Program Manager and advised him how unacceptable the current standards for the goggles were." (For more information on the Operational Experience Program, see page 10.)

Kelly's message for the workforce: "Only you can alter your future. ACMO provides the tools and the opportunities, but only the employee can make it happen." Her recommendation for a successful career in acquisition? "Continuous pursuit of education, be it formal or informal. Don't allow yourself to feel content in your current position. Continuously strive to better yourself in one



Kelly Irvin,
Northeast
Region
Acquisition
Career
Manager

Northeast Region Acquisition Career Managers

fashion or another. Go back to school, mentor an intern, volunteer for a local social issue, allow yourself to free think and run with it," she counsels.

Kelly entered the Army in September 1993 as an Army Materiel Command Contract Specialist Intern. Upon graduation, she moved into a Procurement Analyst position within the CECOM Acquisition Center. Then she accepted the Acquisition Career Manager position. She is a member of the Corps Eligible program and holds a Level III certification in Contracting and a Level II certification in Program Management. Kelly won the first Acquisition Career Manager of the Year Award in 1997. She has a Master's degree in Business Administration from Monmouth University, West Long Branch, New Jersey, and a Bachelor of Science degree in Business Administration from Georgian Court College in Lakewood, New Jersey. She works weekly with an association of retarded citizens, mentoring high school students and connecting them with work assignments they can take with them upon graduation. In addition, she leads the CECOM Acquisition Center's holiday party effort for the underprivileged. Kelly can be reached at (732) 532-1406, DSN 992-1406, <irvin@mail1.monmouth.army.mil>.

Meet Matt Savare...

Acquisition Career Manager for the Northeast Region. A newcomer to the Acquisition Career Management Office (ACMO), Matt came on board in December 1999. Along with fellow Acquisition Career Manager Kelly Irvin, he supports 4,000 AAW members within the Northeast Region.

Matt entered federal service in August 1995. Under the Army Materiel Command's Outstanding Scholar Program as a Contracting and Acquisition Intern for the CECOM Acquisition Center at Fort Monmouth, Matt specialized in NightVision procurements. After completing his internship in August 1997, he

began working as a Procurement Analyst for the Training and Professional Development Team within the Acquisition Center. During this tenure, he was the Point of Contact for all AAC issues, including ACRBs, IDPs, and certification requirements. In June 1999, he was reassigned as a Contract Specialist.

Matt's unique experience working with ACRBs and IDPs helped ready him for the Acquisition Career Manager job. "Because AWSSs were essentially career managers supporting workforce members, ACMO decided to formally change our titles. Career managers need to be great listeners, effective communicators, and caring individuals dedicated to helping acquisition workforce personnel," says Matt. One of Matt's contributions to Fort Monmouth's program was made before he became an Acquisition Career Manager. While at CECOM, he and Kelly Irvin created the Northeast Region AAC/AAW Homepage to disseminate career development information to AAC/AAW members in the region. This page can be found at <<http://www.monmouth.army.mil/cecom/ac/train/aac.html>>.

When asked what issues workforce members contact him about most often, Matt responds, "I have helped many people with their automated career management tools (i.e., ACRBs, IDPs, and the Army Training Requirements and Resource System [ATTRS] Internet Application System [AITAS]). Kelly and I also answer a lot of questions regarding certification requirements, program eligibility, and the Continuous Learning Policy. We are also reaching out to our workforce members and briefing them at various locations to get the word out."

Matt says, "If you are serious about your own career development, there are a wide variety of programs available to help you. From university education to Training With Industry to working with the soldier in the field, ACMO provides acquisition workforce members plenty of opportunities to grow professionally." His recommendation for a successful career centers on multifaceted skills. "Successful acquisition professionals must be technically competent and politically savvy. True leaders need those



Matt Savare,
Northeast
Region
Acquisition
Career
Manager

in the Northeast Region

qualities plus they need to be excellent team players, great communicators, and visionary thinkers."

Matt graduated from Drew University, in Madison, New Jersey in 1995 with a Bachelor of Arts degree in Economics and a minor in Business Management. He is currently pursuing a Master of Arts degree from Monmouth University in Corporate and Public Communication. Matt volunteers as a soccer coach and currently is negotiating with an agency to represent his first motion picture screenplay. Matt can be reached at (732) 532-3955, DSN 992-3955, <savare@mail1.monmouth.army.mil>.

Meet Vanessa Herbin... who says, "More of our workforce members today are recognizing the importance of career development and are seeking information that assists them in managing their careers." To Vanessa, that's what her job is all about. She has been an Acquisition Career Manager for three years, supporting 2,400 members of the workforce in New Jersey (Picatinny Arsenal), New York, and Connecticut. Her primary goal is to "heighten the awareness of the workforce on the various acquisition initiatives and programs available to them." In the past year, she has worked to bring 28 DAU courses to Picatinny Arsenal. "These onsite offerings have permitted many of our workforce members not only to satisfy the training component of certification in their primary functional area, but also to obtain cross-functional training and multiple certifications," said Vanessa. The Regional Training Program is also a success. "We were able to bring two extraordinary leadership training opportunities to the workforce this fiscal year." One of the courses, presented by the Stevens Institute of Technology, was designed to form a conceptual basis for developing a project leader mindset in technology-based organizations. Vanessa says this course was a real "hit" with attendees. Another plus has been the "IDP Help Sessions" conducted at the Arsenal. "IDPs have been a real item of confusion for a lot of the workforce," said Vanessa. "The hands-on guidance and actual demonstration of this tool have proven very helpful in alleviating concerns."

Vanessa has an important message for the workforce: "Every AAW member needs to become enthused about and

involved in their career development. You must realize that the real stakeholder in your career development is you!" She also wants to share her own formula for a successful career in acquisition: 1) Determine where you are (update your ACRB); 2) Decide where you are going (review your career objectives); 3) Plan how you are going to get there (develop your IDP); and 4) PUT THE PLAN INTO ACTION!

Vanessa has been with the Army for 13 years, entering in 1987 as an Army Materiel Command Intern in the Comptroller functional area. In her career, she has supported the Program Office of the Fire Support Armaments Center (FSAC), the Nuclear Division Support Team, and the Program Manager for Nuclear Munitions. Vanessa also has served as the Wide Area Mine PM Mines Program Coordinator and was a Senior Program Analyst for FSAC Technology Base programs while in the Resource Manage-



Vanessa Herbin,
Northeast
Region
Acquisition
Career
Manager

ment Division, Business Directorate Office. In 1993, she was the Action Officer for Science and Technology in the Office of the Assistant Secretary, Research, Development, and Acquisition, Pentagon. Vanessa is Level III certified in Business, Cost Estimating, and Financial Management, and Level II certified in Program Management. She has a Bachelor of Science degree in Business Administration and Management from Virginia Commonwealth University in Richmond, Virginia. A native of Hampton, Virginia, Vanessa is a March of Dimes volunteer, enjoys watching and participating in all sporting activities, loves to travel, and is a jazz enthusiast. Vanessa can be reached at (973) 724-6202, DSN 880-6202, <vherbin@pica.army.mil>.

AWSSs Now Acquisition Career Managers

Please note that Acquisition Workforce Support Specialists (AWSSs) are now known as Acquisition Career Managers. Their title has changed but their commitment to helping you with your career development and training questions hasn't. See the AAC Homepage for complete contact information for your Acquisition Career Managers at <<http://dacm.sarda.army.mil/contacts/>>.

The Latest on the New Officer Evaluation Report

Center of mass Officer Evaluation Reports (OERs) are the norm. As of March 1, 2000, two-thirds of the 170,000 new OERs completed are center of mass or lower. Boards have selected over 8,000 officers to all grades, commands, and schools with new OER center of mass reports. Three boards (Captain, Lieutenant Colonels and Majors) critical to the perceptions and attitudes of junior officers are in the process of conclusively proving that center of mass OERs are not a problem for selection.

To date, 74 selection boards with more than 800 board members have viewed the new OER. Support for the new OER system increases for each adjournment. Looking at the last 10 critical boards, 91% of all board members believe the new OER and the new Senior Rater mechanism is better than the old, while 74% believe the new OER is easier/quicker to use. Very significantly, 75% believe the new

OER enables Senior Raters to reward their best without disadvantaging the remainder of their high quality officers. Presidents of critical selection boards enthusiastically support the new OER, saying "The new OER is a real winner... It has strengthened the role of the chain of command in the selection process... Center of mass reports with good words will get you there; the whole file is taken into account."

Because of the new OER, the power to select the best is being returned to the field, to commanders and Senior Raters. Board member faith in the selection board system is being reinforced. In addition, the "center of mass is a killer" myth, currently affecting junior officers, will be put to bed by the end of this year. For more information on the new OER, see the Officer Evaluation Reporting System Homepage at <<http://www.perscom.army.mil/tagd/oers/oerpage.htm>>.

Kudos to...

Thanks to all of you workforce members who have submitted information for this section. If you know someone who deserves a "Kudos to" for a recent accomplishment, please submit the information to the Acquisition Career Management Office, Cindy Stark, SAAL-ZAC, (703) 604-7123, <starklc@sarda.army.mil>.

Congratulations to **CPT Daniel R. Short**, Operational Test and Evaluation Command, Fort Monroe, Virginia, and **CPT Jason Galindo**, Training and Doctrine Command, Fort Rucker, Alabama, for their recent graduation from the Naval Postgraduate School (NPS). Both Short and Galindo obtained Master's of Science degrees in Systems Acquisition Management.

MAJ Mark Oleksiak, Deputy Program Manager for Team Radios, Program Manager for Command, Control, Communications, and Computers (PM C4), MacDill Air Force Base, Florida, was recently awarded the National Defense Industrial Association Special Operations/Low Intensity Conflict Achievement Award. This award is presented yearly to military and civilian personnel who distinguish themselves through outstanding contributions in improving Special Operations warfighting capabilities. The award was presented specifically for Mark's exemplary management of the Multiband Multimission Radio (MBMMR) program throughout the solicitation period, source selection, and current production of the system. The MBMMR will replace multiple heavy and obsolete communications platforms with a single, superior, light-weight, advanced technology communications package, specially designed to give the Special Operations Force (SOF) warrior a significant battlefield advantage.

Harold "Harry" C. Pasini, Jr. was recently promoted to the Senior Executive Service (SES) shortly after accepting a position as the new Technical Director, Operational Test Command (OTC), Fort Hood, Texas. Harry previously served as the Technical Director of the Army Evaluation Center (AEC) in Alexandria, Virginia. He is credited with playing a major

role in the formation of the AEC, which runs all Army developmental and operational evaluations.

John Underwood, Tank-automotive and Armaments Command (TACOM), Armament Research, Development and Engineering Center (ARDEC), Benet Laboratories, Watervliet Arsenal, New York, received the Edward T. Wessel Award from The Fatigue and Fracture Technical Committee E8 of the American Society for Testing and Materials (ASTM) at the ASTM Technical Meetings in Kansas City, Missouri, last November. The Wessel Award was presented in recognition of his exceptional leadership and his role as a mentor in the development of standards based on fracture mechanics technology.

Rocco Perciballi, Rocco LoPrete, and Scott Knudsen, TACOM, ARDEC, Picatinny Arsenal, New Jersey, recently received the ARDEC Great American Award. The Crusader Office of the Project Manager (OPM) recognized them for their outstanding "Transition to Production" support activities during all four quarters of FY99. Transition to Production activities included Producibility, Manufacturing Technology, Parts Management, and Production Planning. The Great American Award recognizes the special efforts and accomplishments of employees at Picatinny Arsenal in areas such as demonstrating skill and initiative, improving work methods, enhancing employee morale and job performance, and evidencing personal diligence.

MAJ Layne Merritt, Aviation Technical Test Center, Fort Rucker, Alabama, **Colleen Devlin**, U.S. Army Evaluation Center, Alexandria, Virginia, and **Robert R. "Bob" Haden**, Maden Tech Consulting, Inc., Arlington, Virginia, were recipients of the National Defense Industrial Association (NDIA) Test and Evaluation Military Tester, Civilian Tester, and Industrial Tester of the Year Awards (respectively). Layne is an experimental test pilot who has been credited with "pushing the edge of the envelope" on the CH47 Chinook helicopter. Colleen conducts operational assessments of unmanned aerial vehicles around the world (including missions in Bosnia and Korea). As a contractor supporting the Operational Test Command at Fort Hood, Texas, Bob has been involved in high tech testing of computer systems

such as the Joint Computer-aided Acquisition and Logistics Support System and the Reserve Component Automation System. All of the recipients support the Army Test and Evaluation Command headquartered in Alexandria.

Project Engineer **Mike Linkletter** has initiated several measures that have significantly reduced sustainment costs of the AN/ASN-128 Doppler Navigation System. His initiatives will save CECOM an estimated \$850,000 annually and reduce field costs an estimated \$3 million annually. In recognition of his efforts, Mike was a member of the CECOM Team of the Quarter FY99 and won the Department of the Army Integrated Logistics Support (ILS) Achievement of the Year Award, individual category for Materiel/Information Systems.

John Tobias, an Electronics Engineer in the CECOM Directorate for Safety, received the Army Materiel Command Engineer of the Year Award in February 2000. The award was presented by the National Society of Professional Engineers for his recent accomplishments in the areas of Lightning Protection and Grounding.



Flying a CH47D Chinook with a developmental engine, MAJ Layne Merritt, an experimental test pilot and the NDIA Military Tester of the Year, prepares to lift a sling-loaded M198 Howitzer.

YG01 CDG Announced!

Congratulations to the following 26 people who were selected from 109 highly qualified applicants for the Year Group 2001 (YG01) Competitive Development Group (CDG). Their three-year program begins this October. Look for news on the progress of this class and other year groups in future issues of the AAW Newsletter. Way to go YG01 CDG!

Henry Alexander	Program Management AMCOM, Huntsville, AL
Daniel Belk	Program Management AMCOM, Huntsville, AL
Hari Bezwada	Program Management CECOM, Ft. Monmouth, NJ
Deborah Chambers	Business, Cost Estimating PEO Aviation, Huntsville, AL
Brian Churchman	Contracting TACOM, Picatinny Arsenal, NJ
David Duda	Contracting DSS-W, Pentagon
Eric Edwards	SPRDE AMCOM, Huntsville, AL
William Ellis, Jr.	Program Management PEO Aviation, Huntsville, AL
Bernard Gajkowski	SPRDE STRICOM, Orlando, FL
Duane Gotvald	Program Management AMCOM, Huntsville, AL
Ross Guckert	SPRDE CECOM, Ft. Belvoir, VA
Clarence Hamilton	Comm-Computer System CECOM, Pentagon
Timothy Hughes	SPRDE SMDC, Huntsville, AL
Robert Jamison	SPRDE SMDC, Huntsville, AL
Angela Kielsmeier	SPRDE PEO Tactical Missile, Huntsville, AL
Mike Lawrence	Program Management PEO Tactical Missile, Huntsville, AL
Allen Poole	Acquisition Logistics PEO Aviation, Huntsville, AL
Nevrick Ratliff	Contracting SMDC, Huntsville, AL
Deborah Schumann	Business, Cost Estimating PEO Air & Missile Defense, Huntsville, AL
Dennis Simpson	SPRDE STRICOM, Orlando, FL
Cassandra Smith	SPRDE TACOM, Warren, MI
Robert Thomas	SPRDE CECOM, Ft. Belvoir, VA
Stephen Tkac	Program Management PEO STAMIS, Ft. Belvoir, VA
Beverly Wasniewski	Contracting TACOM, Picatinny Arsenal, NJ
Diane Williams	Business, Cost Estimating PEO Air & Missile Defense, Huntsville, AL
Kenneth Wright	Acquisition Logistics HQDA, Pentagon

Congratulations to Polly Merlo!

"She has excellent interpersonal skills, including the ability to really listen to people and pull out their underlying concerns and problems...With her in-depth knowledge



Polly Merlo,
FY99
Acquisition
Career
Manager
of the Year

of acquisition policies and her experience in helping formulate career development paths for hundreds of personnel, Polly has made a lasting mark on the Aberdeen Proving Ground (APG) acquisition workforce... She has set the standard for keeping the acquisition workforce informed..." These statements made by nominating officials offer a few of the reasons why Polly Merlo was selected as the FY99 Acquisition Career Manager of the Year. Polly supports three ACMAs and performs Acquisition Career Manager functions for the entire APG. This acquisition community has more than 1,900 acquisition workforce members distributed among eleven organizations. Polly has been an Acquisition Career Manager there for three years. She was the moving force behind the establishment of the Naval Postgraduate School program at APG. According to the ACMAs, it was her team leadership ability that helped pull together the program and make it a success. Due to her

communication skills and organizational ability, the recent Army Acquisition Workforce 2000 briefing at APG in March was a success. In addition, Polly did all the financial and contracting work needed to bring the FY99 approved course, *Building Effective Teams*,

to APG and worked with the Civilian Personnel Operations Center (CPOC) to bring four critical DAU training courses to APG.

Upon receiving the award, Polly said, "I am honored that the ACMAs at APG felt me worthy of nomination. I'm pleased to be recognized for my accomplishments. I'm also a little embarrassed by all of the attention. I find that all of the Acquisition Career Managers are dedicated to their jobs. I don't know that my accomplishments are any more noteworthy than theirs. I look forward to seeing them honored with this award in future years. I have a wonderful support system at APG from the ACMAs, assistants to the ACMAs, and training coordinators to the Civilian Personnel Advisory Center (CPAC)/CPOC, and those responsible for the facilities and equipment here on post. In addition, I find my headquarters to be very supportive and responsive to our needs here."

ACMO Welcomes New Staff Members

ACMO extends a warm welcome to new Acquisition Projects Specialist **Ann M. Kelsey**, and new Proponency Officers **Timothy D. McClellan**, **Douglas Packard**, and **LTC Gerald M. Rottinghaus**!

Ann's primary responsibilities include the Acquisition Education, Training and Experience (AETE) Catalog and regional acquisition education, training, and experience opportunities. She can be contacted at (703) 604-7118, DSN 664-7118, <kelseyam@sarda.army.mil>.

Timothy is the Proponency Officer for Systems Planning, Research, Development and Engineering, and Test and Evaluation. His primary responsibilities include central position management of deputy program managers, overall proponency roles and missions, and serving as an ACMO representative to the Army Acquisition and Technology Workforce Working Group. Timothy can be reached at (703) 604-7112, DSN 664-7112, <mcclellt@sarda.army.mil>.

Douglas is the new ACMO Contracting Proponency Officer responsible for the AAC Competitive Development Group, Operational Experience, Training With Industry, and Naval Postgraduate School programs. Douglas can be reached at (703) 604-7105, DSN 664-7105, <packardd@sarda.army.mil>.

Gerald is the most recent National Guard Bureau (NGB) Acquisition Proponency Officer assigned to ACMO. He serves as the Army National Guard (ARNG) AAW Point of Contact, represents ARNG on policy matters, and ensures ARNG acquisition career staff are informed on policy issues. Gerald can be reached at (703) 604-7122, DSN 664-7122, <rottingg@sarda.army.mil>.

Southern Region Update

The Summer 1999 issue of the AAW Newsletter featured the Southern Region (Alabama, Arkansas, Florida, Georgia, Mississippi, Louisiana, Oklahoma, Tennessee, and Texas). We thought you'd be interested in an update of what's going on with their acquisition pilot program...

Southern Region Home to ACMA of the Year!

What do you get when you take a contracting program of \$1.3 billion, technical oversight of more than 650 civilian and military personnel, 13 Directorates of Contracting, seven sub-installations, ten U.S. Army Reserve Regional Support Commands, 25 direct reports, and a myriad of professional awards? You get the makings of the FY99 ACMA of the Year... You get Toni (pronounced "Tonna") M. Gaines, Chief, Principal Assistant Responsible for Contracting Operations for the Deputy Chief of Staff for Logistics, Headquarters, U.S. Army Forces Command (FORSCOM), Fort McPherson, Georgia.

"I was truly honored to be chosen because I know how many ACMAs we have and how many people they tirelessly support," said Toni. But the award is well-earned. Toni takes a proactive approach to communicating with the workforce. "I strive to provide them with the tools and training they need to do their jobs and implement acquisition reform." Toni makes it a practice to issue Contracting Information Letters (CILS) whenever information dealing with career issues, training, and certification arises. In FY99 alone, 21 CILS were posted on FORSCOM's Contracting Homepage and linked to other Army and DoD sites. Twenty-five video teleconferences were held with the workforce to brief them not only on career proponent issues, but also on other topics such as Commercial Activities, the Standard Procurement System (SPS), the Past Performance Information Management System, Source Selection, and Best Value Procurements.

Under Toni's leadership, FORSCOM's acquisition workforce has become 96% trained for their grades and 96% certified. Sixty-three individuals are currently taking advantage of the Acquisition



Toni M. Gaines,
FY99
ACMA of the Year

200 personnel attended Advanced Acquisition Reform Training.

Toni also garnered funding and managed programs to train the workforce in SPS, Source Selection, Performance Based Service Contracting, Consideration of Others, Oral Presentations, and Alpha Contracting. She has implemented the largest mentoring program in the Army as well, with more than 90 trained personnel. Additionally, Toni instituted a new award program to recognize outstanding innovative acquisition reform practices. In response to requests from the acquisition workforce, Toni also introduced a new Directorate of Contracting self-assessment method that completely

"There was no doubt in my mind that Toni was the perfect choice for FORSCOM's ACMA when I appointed her to the position in June 1998. She's proven me right by exhibiting exceptional leadership and developing the Army's best contracting organization." MG Robert D. Shadley

redesigned FORSCOM's Contracting Management Review procedure. "The self-assessment method allows employees to look at what they do and determine what their strengths and weaknesses are as well as a course of corrective action, if necessary," she pointed out. Toni says this is a much friendlier process and employees feel like they are more in control. "If they need help, they know we're ready to give it. That's what being an ACMA is all about." And that's what the ACMA of the Year Award is all about. Congratulations, Toni, on an award well-earned!

For more information on FORSCOM's contracting program, log onto its homepage at <http://www.forscom.army.mil/contract/>.

Regional Training Plan in Place

The Regional Training Plan (RTP), established by the Deputy Director, Acquisition Career Management and ACMO, has been successfully implemented in the Southern Region. The purpose of the RTP is to provide tailored management and leadership training to the acquisition workforce by region. As a result of workforce surveys and input by senior acquisition leadership, management and leadership courses were conducted in FY99 throughout the Huntsville, Alabama/Redstone Arsenal area. Based upon a strong interest and demand from the workforce for courses such as *Office of Personnel Management (OPM)—Developing Leaders for the 21st Century*, additional sessions were conducted.

The training program also includes a book club for students to discuss and analyze in-depth concepts derived from a variety of management and leadership books. Jack Van Kirk, Chief, Technical Management, PM Aviation Electronic Combat, volunteered to create the format for club meetings and act as facilitator. "I am favorably impressed by the caliber of people from all areas of Redstone Arsenal who have participated in this pilot project. We use a variety of current management writings to provide a springboard for discussions on how we do business and how we might do business better," Jack said. Other courses were also offered on a range of topics including *Developing Leaders* and *Executive Leadership* taught by the University of Texas, *High Performance Leadership Skills* taught by the University of Alabama in Huntsville, and a *Leadership Course* taught by OPM. For FY 2000 (FY00), the RTP will be expanded to include the U.S. Army Simulation, Training and Instrumentation Command (STRICOM) in Orlando, Florida, and FORSCOM in Atlanta, Georgia. Plans for FY 2001 (FY01) include expanding opportunities to additional locations in the nine-state Southern Region (Tennessee, Georgia, Florida, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas). To learn more about the Southern Region RTP, contact your Acquisition Career Manager or log onto the Southern Region homepage at <http://SouthernRegion.redstone.army.mil/southernregion/>.

Southern Region Update

Southern Region Acquisition Career Managers

Meet LaVerne Kidd... who was a Southern Region Acquisition Career Manager until a recent assignment as a Functional Acquisition Specialist at PERSCOM. LaVerne was an Acquisition Career Manager for two years, providing acquisition career management information and assistance to more than 2,000 AAW members, the majority of whom are assigned to the Corps of Engineers. In addition, she was responsible for providing information on acquisition programs, policies, and procedures to AAW members at PEO Aviation, PEO Tactical Missiles, and STRICOM. LaVerne, along with fellow Acquisition Career Manager Sharon Clodfelter, also provided recent onsite acquisition management support to AAW members in New Orleans and El Paso. LaVerne can be



LaVerne Kidd,
Southern
Region
Acquisition
Career
Manager

reached at (703) 325-3190, DSN 221-3190, <kiddl@hoffman.army.mil>.

Meet Sharon Clodfelter... one of the first four Acquisition Career Managers hired in the Southern Region in March 1997. Sharon supports 3,500 acquisition professionals at the U.S. Army Aviation and Missile Command (AMCOM) in Huntsville, Alabama. Through ACMO, Sharon says the workforce has the opportunity to be certified, obtain higher level degrees, participate in cross-career



Sharon Clodfelter,
Southern
Region
Acquisition
Career
Manager

training, and develop leadership skills. In 1999, Sharon received a special award for conducting a series of 17 briefings and updating approximately 750 ACRBs for all personnel in the Acquisition Center at AMCOM. Sharon can be reached at (256) 842-8677, DSN 788-8677, <sharon.clodfelter@redstone.army.mil>.

Rotational/Developmental Assignment Program

The Rotational/Developmental Assignment Program (RDAP) is a voluntary program recently established in the Huntsville/Redstone Arsenal area to support the AAC's objective of developing highly skilled multi-functional workforce members with strong leadership and management qualities. The RDAP is designed to provide the experience needed to develop the required functional and leadership competencies as defined in the Acquisition Career Development Plan. The program helps to ensure the AAC has an effective method

to cross-train the AAW with multi-functional acquisition and leadership/management skills. The RDAP also provides opportunities for individuals to accept increased levels of responsibility and skill enhancement through on-the-job training. The RDAP is being piloted in the Huntsville/Redstone area. Future plans are to expand the RDAP into other organizations within the Southern Region as well as outside areas. Individuals interested in the pilot program should contact their Acquisition Career Manager.

3 Join Southern Region Staff

Recent additions to the Southern Region staff include Bonnie Stewart and Alexis Holden as new Acquisition Career Managers and Jeanne Berry as Office Manager and Assistant. Previously, Bonnie was with the AMCOM Integrated Materiel Management Center (IMMC) as a Logistic Planning Analyst and the IMMC AAC organizational Point of Contact. Alexis was with the AMCOM Civilian Personnel Advisory Center as a Personnel Management Specialist. Jeanne's prior assignment was with the AMCOM Research Development and Engineering Center as an Administrative Officer and the AAC organizational Point of Contact for the Aviation Engineering Directorate. Bonnie can be reached at (256) 876-7305, DSN 746-7305; Alexis can be reached at (256) 955-2554, DSN 645-2554; and Jeanne can be reached at (256) 955-2786, DSN 645-2786.

12 Selected for NPS

Congratulations to the following Southern Region AAW members (the most chosen from one region) for their selection to the Naval Postgraduate School (NPS) Master of Science in Program Management inaugural session last fall:

Robert J. Balla

Space & Missile Defense Command
matrixed to PM, Theater High Altitude Area Defense (THAAD)

Dean M. Barten

PEO Aviation, PM, Cargo
Helicopters

Daniel Beck

Aviation & Missile Command
matrixed to PM, Phased Array
Tracking Radar Intercept On
Target (PATRIOT)

Richard H. Brown

Space & Missile Defense Command

Henrietta H. Maples

Aviation & Missile Command

Alvin L. Cooper

Aviation & Missile Command

Sidney F. Hoyt

Aviation & Missile Command
matrixed to PM, Medium Extended
Air Defense System

José F. Martin

Aviation & Missile Command
matrixed to PM, Army Tactical
Missile System-Brilliant Anti-
Armor Submunition

Michael E. McGee

Aviation & Missile Command
matrixed to PM, Air-to-Ground
Missile System (AGMS)

Mike C. Lawrence

PEO Tactical Missiles
matrixed to PM, AGMS

Kathleen Leonard

Aviation & Missile Command
matrixed to PM, Instrumentation,
Targets & Threat Simulators

Glen S. Roberts

Aviation & Missile Command
matrixed to PM, Army Tactical
Missile System-Brilliant Anti-
Armor Submunition

Career News Briefs

The Army Acquisition Corps is Growing!

Career opportunities and specialized training are now available for Army Reserve officers interested in playing an important role in the development and acquisition process for the Army's Combat Service Support (CSS) and Combat Support (CS) systems. In December 1999, the Chief, Army Reserve, MG Thomas J. Plewes, approved the establishment of 53 Active Guard/Reserve (AGR) full-time positions in the U.S. Army Reserve (USAR) Acquisition Corps.

The purpose of the new positions is to support the Army's need for trained and motivated USAR AGR officers to work in key acquisition positions

throughout the Army. The new positions will be established within Project and Product Management offices that fall under three primary Army commodity commands (Tank-automotive and

Armaments Command, Communications-Electronics Command, and Aviation and Missile Command), the United States Army Reserve Command (USARC), Office, Chief of Army Reserve (OCAR), and within Standard Army Management Information System/Information Technology (IT) commodity commands. The types of Acquisition Corps positions that are being created and their proposed locations are as follows: 51A/Z (Program Management) at commodity commands which are aligned with Army Reserve core competencies; 51C/Z (Contracting); and 51R/Z (Systems Automation) positions to support USAR contracting and information technology needs.

Qualified reservists will receive specialized training and unique assignments to help them develop their skills as acquisition professionals. You can find out more about training and assignment opportunities available only to AAC officers by completing the Army Acquisition Workforce/Corps-Reserve Component (AAW/C) Data Call Packet at <<http://dacm.sarda.army.mil>>. Select the "News" option and scroll to the link at the bottom of the page. The USAR currently has one LTC Product Manager (PM) command position (PM Smoke & Obscurants) (51Z) and is scheduled to assume management of PM, Petroleum and Water Systems on June 29, 2000. The USAR also has two COL level positions within the AAC: One serves as the Director, Reserve Affairs and Army Ownership Cost Reduction Programs (51Z) and the other is the Requirements Officer for the Reserve Components Automation System (51Z). For additional information on the professional career opportunities in the USAR Acquisition Corps contact the Army Reserve Acquisition Personnel Management Office (APMO) at AR-PERSCOM at 1-800-325-4972.

Operational Experience Program—

The biannual Acquisition Education, Training, and Experience (AETE) Board will meet on August 15, 2000 to select individuals for the Operational Experience Program (applications are due June 16). Currently, the National Training Center (NTC), Fort Irwin, California, is offering a two-day orientation visit, available for small groups of up to 12 individuals. Participants will receive Command and Opposing Force (OPFOR) briefings, an observation tour of the Operations Center, and an instrumentation demonstration. The visit will culminate in an OPFOR training engagement in the field. In addition, Operational Experience opportunities are available at the NTC Army Materiel Command Science Advisor's Office (lasting two to four months). Greening opportunities (so named because they serve to "green" the civilian workforce in military operations) are also available. These experiences allow individuals and small groups to participate in a variety of field training exercises typically lasting one week.

Career News Briefs, continued on page 11

Workshop, continued from page 1

the Acquisition Career Management Advocate (ACMA) and Acquisition Career Manager of the Year Awards to Toni Gaines, U.S. Army Forces Command, and Polly Merlo, Aberdeen Proving Ground (see articles on pages 8 and 7, respectively). Mary Thomas, Deputy Director, Acquisition Career Management Office (ACMO), also addressed the opening session, speaking on the importance of preparing innovative leaders using the acquisition career development model.

Results from Integrated Process Teams focused on the integration of ACMO, the U.S. Total Army Personnel Command (PERSCOM), and the Army Acquisition Executive Support Agency (AAESA), were presented in a series of "outbriefs" on the following topics: *Career Paths/Career Development*; *Army Acquisition Corps*; *Certification Process*; *Selection Boards*; *Army Tuition Assistance Program*; and *Position Management*. Four separate interactive workshops were conducted on: *The Acquisition Career Development Plan: A Framework for Success*; *Performance Evaluations—A Study of Contribution-based Compensation and Appraisal System (CCAS) and Total Army Personnel Evaluation System (TAPES)*; *Selection of Best Qualified—An Insider's View*; and *Career Managers—Who Are*

They and What Do They Do? In addition, two working luncheons were held featuring a discussion on the rewriting of DoD 5000-series documents (presented by Bruce Waldschmidt, Director of Acquisition Policy, Office of the Deputy Assistant Secretary of the Army for Plans, Programs, and Policy) and the AAC's information architecture strategy and how it benefits individual career development planning (presented by LTC Scott Lambert, ACMO Chief of Information Management). The workshop culminated in an open panel forum featuring Keith Charles, David Snyder, Deputy Assistant Secretary of the Army for Civilian Personnel, Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs, and Melinda Darby, Deputy Chief of Staff for Personnel, U.S. Army Materiel Command. Topics discussed included the aging workforce, the current classification system, regionalization, intern programs, Resumix, and the impact of the Army Chief of Staff's vision on the workforce.

You can read a detailed overview of the workshop in an article in the May-June 2000 edition of *AL&T Magazine* authored by Sandra R. Marks (available on the AAC Homepage). The Army Chief of Staff's vision can be accessed on the Army's Homepage at <<http://www.army.mil>>.

Career News Briefs, continued from page 10

The Operational Experience Program is coordinated and funded by the AAC. Additional information, including application procedures, can be found in the AETE Catalog on the AAC Homepage at <<http://dacm.sarda.army.mil>>, under the "Career Development" section.

Army Acquisition Certification—Effective October 1, 1999, ACMO has a new policy in place for certifying AAW members. The procedures for an individual to request certification in a specified acquisition career field are as follows:

1. Contact your Acquisition Career Manager to update your ACRB or Officer Records Brief (ORB). (A list of Acquisition Career Managers may be found on the AAC Homepage, <<http://dacm.sarda.army.mil>>, under "Contacts.")
2. Print a copy of your updated ACRB/ORB. In Section X, annotate the career field and the level of certification you are requesting. Sign and date your ACRB/ORB and provide the copy to your Acquisition Career Manager. Civilians must also include a DA Form 2302 or the Assignment History from the Acquisition Data Review System.

Your Acquisition Career Manager will work with the certifying official to get your ACRB/ORB signed and added to the DDACM database. In approximately two weeks from the time you submit your request, your Acquisition Career Manager will send you the ACRB/ORB signed by the certifying official. The ACRB/ORB is your official record of certification. For more information, contact your Acquisition Career Manager.

The web address for the IDP has changed to
<<https://rda.rdaisa.army.mil/idp/idpprod/newidpstart.htm>>.

Career Calendar

Date	Event	Location
May 9–12	AAW 2000 Briefing	Huntsville, Alabama
May 22–23	AAW 2000 Briefing	Fort Worth, Texas
May 22–26	Acquisition and Logistics Reform Week	Pentagon/Nationwide
May 24–25	AAW 2000 Briefing	Fort Hood, Texas
May 30–June 1	AAW 2000 Briefing	Warren, Michigan
June 5–9	TRADOC/FORSCOM Contracting Workshop	Williamsburg, Virginia area
June 6	AAW 2000 Briefing	Orlando, Florida
June 12–14	AAW 2000 Briefing	Germany
June 15–16	AAW 2000 Briefing	England
June 26–27	AAW 2000 Briefing	Fort Monmouth, New Jersey
June 28–29	AAW 2000 Briefing	Picatinny Arsenal, New Jersey
July 11–12	AAW 2000 Briefing	Forts Monroe/Lee/Eustis, Virginia
July 17	AAW 2000 Briefing	Atlanta, Georgia
July 26–27	AAW 2000 Briefing	Omaha, Nebraska
August 1–3	FORSCOM Contingency Contracting Workshop	Officers' Club Fort Bragg, North Carolina
August 15–18	AAW 2000 Briefing	Fort Huachuca, Arizona, and White Sands Missile Range, New Mexico
August 23–25	Annual Acquisition Workshop and Executive Session	Orlando, Florida
September 6–7	AAW 2000 Briefing	Fort Detrick, Maryland
October 11–12	AAW 2000 Briefing	Yuma, Arizona
October 23–24	AAW 2000 Briefing	San Antonio, Texas
November 13–14	AAW 2000 Briefing	Rock Island, Illinois

Regional Workshop Cancelled

The 3QFY00 Regional Acquisition Workshop and Executive Session scheduled for May 17–18 in Warren, Michigan, has been cancelled. The Annual Workshop and Executive Session is planned for August 23–25 in Orlando, Florida.

AETE Board to Meet

The next Acquisition, Education, Training and Experience Board will meet August 15, 2000. Applications are due no later than June 16. For more information, contact Ann Kelsey at (703) 604-7118, DSN 664-7118, <kelseyam@sarda.army.mil>.

To be added to our mailing list, please fill out the information below and return it to the mail or e-mail address provided below.

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Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____

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Comments/Suggestions: _____

Send to: Acquisition Career Management Office
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E-mail: <starklc@sarda.army.mil>

Voice: (703) 604-7123, DSN: 664-7123

Suggestion Box

This is your newsletter—we'd like to hear from you about the kind of information you'd like to see in it. If you have ideas for articles or if you'd like to submit an article for possible publication, please send it to the address below. We'd also like to know what you think about our newsletter and any suggestions you have for making it better.

The Army Acquisition Workforce Newsletter

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